



Joseph Swan Academy
Pupil Premium Plan
2017/2018

Version 2 March 2018



Pupil Premium (PP) / Disadvantaged Students (DS) Planning 2017/2018

Action Points		Key Staff	Success Criteria	Costs	Monitoring	Half Termly RAG	
1.	To ensure appropriate staffing is appointed and in place to support DS across all Year Groups. This will include additional appointments of 3 members of staff in the Academic Attainment and Achievement Team (AAAT) and 2 Assistant Year Leaders (AYL).	GB/ AAAT support plus AYL	Staff appointed and fully in place supporting students and removing any barriers to learning through literacy and numeracy support, counselling, resolving social issues	Staffing - £75k Staffing - £55k	JOM/DHT Pastoral Student Matters Governing Body Committee	1.1	
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
2.	To promote the mental health of students, especially DS students by appointing an Academy Counsellor and through Positive Mental Health Weeks/Mental Health training and additional support.	GB & VW	Mindfulness course for staff Appointment of Counsellors Mental Health Weeks take place Resilience Workshop – Year 11 DS – 21.2.18 If U Care U Share Training	Mindfulness course - £5k Staffing - £20k Training – £2k	LAU/CBL Student Matters Governing Body Committee	1.1	
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
3.	To appoint a Progress Co-ordinator to ensure the progress of DS is tracked rigorously to promote achievement and identify underachievement. This is to be completed on a half termly basis.	GB/HT	Progress Co-ordinator appointed Data uplifts each half term/each year group Data rigorously tracked and achievement and underachievement identified and actions taken	£20k	CBL/SCH Curriculum and Standards Governing Body Committee	1.1	
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
4.	To appoint an Attendance Clerk to monitor trends and patterns in attendance of DS students in all Year Groups.	GB/HT	DS attendance high profile in all Year Groups Additional awards package in place for DS students Hard to Reach events take place regularly and have impact encouraging Parents/Carers to support their child's education	Rewards - £3k Staffing - £18k	CBL/CBA Student Matters Governing Body Committee	1.1	
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
5.	To appoint a DS Student Champion to promote all aspects of DS welfare, attainment and achievement and to remove barriers to learning and to work with parents.	GB/HT	Appointment made Clear plan in place Focus initially on Year 11 Interviews take place of all DS – Year 11 first Aspiration events organised and delivered for example – 18.2.18 – Sir John Hall Workshop	£15k	CBL Finance and Resources Governing Body Committee	1.1	N/A
						1.2	N/A
						2.1	
						2.2	
						3.1	
						3.2	
6.	To organise a full enrichment 'Go Active Every Day' Programme with focus on including DS in each year group to build a love of learning, pride in work and raised aspiration.	PP/LAU	Year 7 – 60% Year 8 – 50% Year 9 – 50% Year 10 and Year 11 – 45% Full programme organised and publicised with students, parents/carers and on website	£5k etc plus Staffing - £5k	PP/LAU Student Matters Governing Body Committee	1.1	
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	

Action Points		Key Staff	Success Criteria	Costs	Monitoring	Half Termly RAG	
7.	To ensure additional support is available for any DS student/family who needs financial subsidy to support the purchase of uniform.	Year Leaders	All DS students in full Academy uniform including shoes – each half term of the academic year	£1k/half term = £6k	JOM/Year Leaders Student Matters Governing Body Committee	1.1	
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
8.	To ensure additional support is available for any DS student/family who needs financial subsidy to support the purchase of PE Kit.	Year Leaders	All DS students in full Academy PE Kit including trainers – each half term of the academic year	£500/half term = £3k	JOM/Year Leaders Student Matters Governing Body Committee	1.1	
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
9.	To ensure all DS students have the correct equipment for learning at JSA – pen/pencil/ruler/rubber/glue stick/pencil case/school bag.	Year Leaders/ Tutors	All DS have full equipment – this is checked on weekly and subsidised when needed	Approx £300/half term = £2k	JOM/Year Leaders Student Matters Governing Body Committee	1.1	
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
10.	To ensure all Year 11 DS students have appropriate Revision Books and Materials for their GCSE examinations and for this to be subsidised by JSA.	CBL	CBL to hold interviews to ensure with all Year 11 DS have appropriate revision and whilst discussing attainment/achievement/attendance with them	Revision books – approx. £3.50/subject x9 subjects approx. £30 x 67 = £2k	CBL Finance and Resources Governing Body Committee	1.1	N/A
						1.2	N/A
						2.1	
						2.2	
						3.1	
						3.2	
11.	To purchase the latest GCSE Maths Problem Solving Books - Grade 4-5 – to support students in the classroom.	JMO	Books purchased Attainment and achievement tracked Linked with Maths Watch and tracked	£1k	Curriculum and Standards Governing Body Committee	1.1	N/A
						1.2	N/A
						2.1	
						2.2	
						3.1	
						3.2	
12.	To purchase the latest GCSE Maths Problem Solving Books - Grade 6 and above - to support students in the classroom.	JMO	Books purchased/Publication March 2018 Attainment and achievement tracked of all students Linked with Maths Watch Specific intervention put in place	£1k	Curriculum and Standards Governing Body Committee	1.1	N/A
						1.2	N/A
						2.1	N/A
						2.2	
						3.1	
						3.2	
13.	To purchase individual copies of the Charles Dickens book 'Christmas Carol' for all students.	JH	Books purchased Attainment and achievement tracked/home learning set DVDs purchased	£1.5k	Curriculum and Standards Governing Body Committee	1.1	N/A
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	

Action Points		Key Staff	Success Criteria	Costs	Monitoring	Half Termly RAG	
14.	To establish a BTEC Enterprise in Year 9 – supporting and encouraging Social Mobility – introduced to the Year 9 curriculum to support and encourage all students but with a focus on DS students.	CBA	Course started High motivation/commitment seen from students Visits to and from Business organised and take place To raise ambition and support a 'can do' attitude	£2k Transport costs £1k	Student Matters Governing Body Committee	1.1	
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
15.	To appoint/support English Intervention Staffing – JH, AWA, AC, LF and create only Year 11 class (JH) with equipment, rewards, trips and visits to increase ambition and resilience with a focus on DS in Year 11.	GB/HT/JH	Intervention staffing in place RAG meeting tracks achievement/attainment Target students identified Progress tracked between data uplifts Rewards programme created	£5k	Curriculum and Standards Governing Body Committee	1.1	N/A
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
16.	To appoint Maths Intervention Staffing and an additional Maths Teacher to start on 16.4.18 to support DS students.	GB/HT JMO & GM	Additional Maths teacher appointed Intervention staffing in place RAG meeting tracks achievement/attainment Target students identified Progress tracked between data uplifts	£35k	Curriculum and Standards Governing Body Committee	1.1	N/A
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
17.	To develop a Thrive Curriculum - supporting social mobility for students in Year 7 and Year 8 to promote resilience, ambition and positive participation through SMSC studies.	CMA	Thrive Co-ordinator appointed Thrive curriculum established Student Voice feedback undertaken Links with businesses/charities made Key skills in Literacy/Numeracy tracked	£2k Staffing - £1200 Transport - £3k	Student Matters and Curriculum and Standards Governing Body Committees	1.1	
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
18.	To appoint a Life Coach to support Year 11 selected students with Resilience, Ambition, Positive Participation and to help support breaking down barriers with a focus on DS students.	KA/HT	Life Coach appointed Key cohort identified Timetables organised Student feedback undertaken One to one strategies promoted	£4k	Student Matters Governing Body Committee	1.1	N/A
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
19.	To appoint a Yoga Instructor to supporting student physical and mental health with a focus on Year 11 and DS.	KA/HT/PP	Yoga Instructor appointed Key cohort identified Timetables organised Student feedback organised undertaken Additional to the Go Active Programme	£1k	Student Matters Governing Body Committee	1.1	N/A
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
20.	To introduce Progress, Resilience and Attendance Awards to promote positive attitudes to learning. To design and present a Progress, Resilience and Attendance Evening for all DS with parents involved (Hilton Hotel/Sage).	CBL	To design a specific rewards scheme for DS including Prom tickets subsidy To ensure parents/carers are involved and participate To promote attendance of DS students To celebrate success and achievement of DS students	Prom tickets £300 £6k	Student Matters Governing Body Committee	1.1	N/A
						1.2	N/A
						2.1	
						2.2	
						3.1	
						3.2	

Action Points		Key Staff	Success Criteria	Costs	Monitoring	Half Termly RAG	
21.	To organise regular (at least half termly) attendance initiatives including 'Hard to Reach' events for Parents/ Carers with a focus on DS students	LBA	DS students attendance fully analysed and clear Individual targets set for DS students Students' attendance tracked – improvements rewarded Incentives for Parents/Carers Issues to go through the Legal Intervention Route	£5k Events/Rewards	Student Matters Governing Body Committee	1.1	N/A
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
22.	To organise Half Term Schools and Staffing - staff costs including site team and admin team taken into account with additional resources used including breakfast and lunch	GM	All lesson plans and resources collected and evaluated Student feedback undertaken and used to organise next half term event Rewards and refreshments	£10k	Curriculum and Standards Governing Body Committee	1.1	N/A
						1.2	N/A
						2.1	
						2.2	
						3.1	
						3.2	
23.	To organise Easter School/Summer School and Staffing - staff costs including site team and admin team taken into account with additional resources used including breakfast and lunch	GM	All lesson plans and resources collected and evaluated Student feedback undertaken and used to organise next half term events/schools rewards and refreshments	£10k	Curriculum and Standards Governing Body Committee	1.1	N/A
						1.2	N/A
						2.1	N/A
						2.2	
						3.1	
						3.2	
24.	A Team Talk LAC PP/DS Programme devised - materials. equipment, trips and visits organised for students who are LAC/PP/DS	HES/CBL	Full programme organised for LAC students to support social/emotional and academic development. Programme in place and running smoothly Carer and REALAC support Rewards for students/incentives for students	£7k	Student Matters Governing Body Committee	1.1	N/A
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
25.	To establish a full Breakfast Club - Top Flight Cohort for all DS students to support their health and wellbeing. Focus on nutrition and wellbeing	CBL	Students attend – target 40% in each year group Items bought to support breakfast club – Connect 4 Student feedback – enjoyment Feedback from staff – DS students Higher levels of concentration and improved ambition	£4k	Student Matters Governing Body Committee	1.1	N/A
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
26.	To support DS students through subsidies in attending trips and visits organised by the Academy	LAU/PP	To ensure there is equality of opportunity by supporting students through subsidies – 20% sport trips and 100% curriculum trips, eg Battlefields visit	£4k	Finance and Resources Governing Body Committee	1.1	N/A
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
27.	To organise Enrichment/Exam support days such as 'Make a Difference Day' - Resilience and Exam Busters - Year 11 - 21.2.18	CBL	Students to be confident learners and to be confident about their ability in examination P8 prediction for DS rises Additional days in the calendar	£4k	Student Matters Governing Body Committee	1.1	N/A
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	

Action Points		Key Staff	Success Criteria	Costs	Monitoring	Half Termly RAG	
28.	PP/DS Department Bids to take place half termly for specific resources for specific DS students	HES/CBL	Specific resources for departments bidding process in place half termly Resources specifically targeted at specific students Attainment and achievement monitored and tracked Enterprise curriculum supported through this approach	£6k	Curriculum and Standards and Finance and Resources Governing Body Committees	1.1	N/A
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
29.	Careers Evenings and Events - promoting social mobility and ambition – with a focus on involving family groups	LAU/PP/CBL	Specific careers events, packages and opportunities put in place to promote resilience, ambition and positive participation. Events in calendar Transport for students and parents/carers provided. Attendance at events – 60% of those invited Incentives to attend	£5k	Student Matters Governing Body Committee	1.1	N/A
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
30.	To embed the SISRA Data tracking package with a focus on PP/DS students within JSA	SCH/GM/STH/CBL	SISRA licence in place and used to track attainment and achievement of all students Specific intervention plans in place for those highlighted with SISRA Information used at RAG meetings	£2k per year	Curriculum and Standards Governing Body Committee	1.1	
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
31.	To adopt and adapt the UNIFROG Careers Digital Programme - promoting social mobility in all Year Groups in KS4 and KS5 'Smart' focus with DS in KS3 through the new Enterprise curriculum	LAU/CBL/PD	UNIFROG used to promote resilience, ambition and positive participation High number of PP/DS students staying on in the Sixth Form and applying to university	£2k	Student Matters Governing Body Committee	1.1	
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
32.	To launch the Duke of Edinburgh Award Scheme with Years 9, 10, 11 and Sixth Form to promote social mobility and additional experiences and opportunities for all DS in Years 9-13	RT/JC/HES	Licences in place Students, especially PP/DS, regularly attend Student feedback = positive 80% of students achieve Bronze award in 2017/2018 Fund set up for students to bid for, to purchase equipment	£1k per year licences, Entries - £3k Staffing - £3k Equipment - £10k	Student Matters Governing Body Committee	1.1	N/A
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
33.	Additional resources for reading/ICT support and support to remove barriers to learning in all areas of the curriculum for DS students	CBL	Lexia – renewed and having impact – improved reading levels ARAT – Reading Test renewed and used to improve reading levels and for staff to differentiate Accelerated Reader – Renewed and improving reading used for staff especially to support DS who are EAL – improvement in attainment and achievement seen Numeracy Ninjas used to promote the joy of mathematics Nisai – Alternative Education – licences purchased especially to be used for Year 11 students	Numeracy - £10k Literacy - £20k Accelerated Reader - £5k Nisai - £15k	Finance and Resources Governing Body Committee	1.1	
						1.2	
						2.1	
						2.2	
						3.1	
						3.2	
				Pupil Premium Funding	£379,600		
				Additional Joseph Swan Academy Contribution	£46,400		
				Total	£426k		